

SRI SHARADA COLLEGE BASRUR

“Human resources Management policies and practices” A Study with Special Reference to Shree Krishnakrupa Cashews Pvt Ltd, Japthi”

*A Project Report Submitted for the partial fulfillment of the award of
Bachelor of Arts Degree in Mangalore University 2024*

Submitted By
SWAPNA SHET
Reg No: UO5RS21A0011

Under the Guidance of

Mr. Nagaraj Shetty
Department of Economics
Sri Sharada College Basrur

DECLARATON

I hereby declare that the project report entitled “**Human resources Management policies and practices**” A Study with Special Reference to Shree Krishnakrupa Cashews Pvt Ltd, Japthi” written and submitted by me and the work conducted under the guidance of Mr.Nagaraj Shetty, Lecturer in Economics, Sri Sharada College Basrur.

This report has been submitted in partial fulfillment of the award of **Bachelor of Arts** Degree in Mangalore University 2024

The empirical findings in this report are based on the data collection. The matters included in this study are not a reproduction from any source. I further declared that any part this project itself has not been submitted elsewhere for Award of any degree.

Date: 13/06/2024

Place:Basrur

SWAPNA SHET

Reg No: UO5RS21A0011

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SWAPNA,(UO5RS21A0011)

Place: Basrur

Index Page of Contents

Sl.No	Contents	Page No.
1.	Index Page	1
2.	Introduction	2-8
3.	Scope of the Study and Review of Literature	9-11
4.	Methodology and Objectives of the study	12-13
5.	Company Profile.	14-17
6.	Data Analysis and Interpretation	18-29
7	List of Tables	30-30
8.	List of Charts and Graphs	31-31
8.	Findings, Suggestions and Conclusion	32-34
9.	References	35-35
10.	Questionnaire	36-39

I

INTRODUCTION

Introduction:

Cashew processing industry is a labour intensive industry. Human resources management practice is one way that organization can provide to their employee. Only satisfied workers are committed to the organization this study helps to know the financial rewards, working conditions employee relationship and physical needs arranged by the cashew factories to its workers. Human resources management is responsible for how the people treated in organization helping them to perform their work. India is a country with most human resources. The cashew industry is highly skilled labours oriented industry which is suitable for Indian conditions cashew is the commodity with international demand statistics shows that it is possible to get an average export earning to tons of Rs.2600 cores. Human resources management is responsible for how people are treated in the organization. Good human resources practices will ensure that every employee knows that they matter as an individual and human being while the employer will have the confidence that for the workforce will perform to the level needed and beyond for the success in today's competitive world. This resources management is most crucial part of the success of any industry. Human resources management is organising, coordinating, and managing employee within an organization to accomplish its mission, vision, and goals. This includes recruiting, hiring, training and motivating, employee. HRM staffs also develop and enforce the polices and procedures to help ensure employee safety. The HRM team manages adherence to federal and state law that may work to protect employee's private information and ensure the physical safety, mental and emotional well-being. Organization of varying sizes and industries rely on HRM to keep business running smoothly and efficiently. The methodology behind the HRM recognize the value employee bring to an organization, also known as human capital. Investing in employees and strategically supporting their employee motivation. HRM careers may specialise in compensation, training, or managing employee. Most human resources management professionals hold a bachelor's degree and some pursue a master's degree. HRM professional can also earn professional certifications to help build knowledge and increasing earning potential. HR management aims to create a company and accomplish its mission and overall goals through the employee management. Companies uses HRM to invest in employee, boost job satisfaction, and improve employee performance. The methodology behind HRM recognize the value employee bring to an organization, also known as human capital. Investing in employee and strategically supporting their needs can improve the job satisfaction, resulting in greater success in their role within an organization.

Well-trained, competent, valued, employer-supported employees will likely have the skills and motivation to accomplish the organization's goals. This might include tuition reimbursement programs, on-the-job training, or mentorships within an organization that can help employees develop their talents and boost productivity. HRM aims to create a highly skilled workforce and increase confidence and competence, motivating employees to contribute.

HRM has a strong focus on company culture and job satisfaction. Much of what motivates employees comes from the culture in which they work. Building and maintaining company culture can

be challenging to measure and quantify, but it's an essential function of HRM to retain and recruit employees. HRM also protects employees. Human resource (HR) professionals manage legal documents, policies, and regulations, identify what applies to their organization, and find effective ways to educate employees and enforce company policy. Five basic elements of human resource management are

- Recruiting new hires
- Evaluating employee performance
- Ensuring fair compensation and benefits
- Training employees and supporting education and development
- Protecting the health and safety of all employees

These are critical cornerstones of the work of HRM professionals. From crafting a job posting to providing continuing education options, HRM functions at all stages of an employee's journey with an organization. To be an effective HRM professional, you will need a mix of personal and technical skills like recruitment strategies, creating compensation plans, and communication and team building.

An effective recruitment process is at the foundation of HRM. If you can recruit good talent, you can build on their skills and invest in employees for years to come as they add value to the organization. Equally important is company culture. You want employees who add to the culture of the organization. Some common recruiting tools HRM may use include job aggregators like Naukri, Indeed or Foundit, video interviewing, or even social media sites like LinkedIn. HRM uses data to track employee performance to ensure a highly trained and capable workforce. The data compiled can also be used to change staff training methods, implement a merit-based system for raises, and more. HRM professionals use formal measures like performance reviews and informal techniques like interviews or surveys. Compensation means salary, commission, benefits, time off, and other non-monetary benefits. HRM uses the industry standard to set salary, commission rates, and benefits. This ensures fairness and allows for a consistent company standard. Some organizations may use performance reviews to adjust an employee's salary. Engaged employees are effective employees. HRM understands the importance of a workforce that is challenged but also supported. Most employees want opportunities for advancement and to feel competent and valued in what they bring to an organization.

Part of HRM is providing employees with these learning opportunities. This might include tuition reimbursement programs, on-the-job training options, conferences, conventions, or certification programs. Aside from individual learning, HRM can also use employee development and knowledge to help employees adapt to organizational changes, such as system upgrades, technology shifts, and new policies. The safety and well-being of an organization's employees are critically important aspects of HRM. Employee health and safety covers a lot, such as safety against harassment, discrimination, or bullying in the workplace. It can mean physical security that would involve building fire code compliance. It can also mean adherence to labour laws that protect an employee's rights in the workplace and cyber security or safeguarding an employee's personal information.

A lot goes into protecting all aspects of employees' health and safety, and it is an HRM professional's job to ensure that protection. HRM professionals may do this by installing security

cameras, enforcing internet usage rules, implementing a zero-tolerance policy, or creating restricted access areas.

You can find many different careers in HRM, with varying points of entry. Most positions in HRM require at least a bachelor's degree in human resources or a related field. You can also earn certifications to help you find the best position within the vast area of HRM.

HRM professionals will likely have to become more skilled with artificial intelligence (AI) and learn to work with employees working remotely or in a hybrid environment. With the gig workforce growing, independent workers may also be part of the team. Additionally, since AI is growing, expect to learn more computer skills in human resource positions. In the future, employee leads may come in with the help of AI as much as humans. Payroll specialists gather employee information, ensure accuracy, and administer compensation based on hours worked. This role usually works with a team of other payroll specialists and other departments to approve expenses, manage budgets, and process payroll. A degree in accounting or experience in payroll or accounting is common.

A training and development manager, and a training coordinator oversee employment training and implement training initiatives to build employee competence. Other responsibilities of this role include communicating an organization's mission statement or company values and creating training programmes. Training coordinators typically hold a bachelor's degree and relevant certifications and have experience in HR. An HR manager oversees an entire HR department or a portion of an HR department, depending on the company's size. This role manages staff hiring, implementing policies, handling payroll and benefits, and advising managers or other supervisors from other departments. Qualifications typically include a bachelor's degree in human resources or a related field, experience in HR, and possibly certifications. Benefits managers oversee the payroll department, ensuring all functions related to compensation and benefits are carried out and accurate. This job ensures employees are paid based on an organisation's pay structure and benefits are granted per employee contracts. As a benefits and compensation manager, you also meet with other departments to discuss financial matters. Qualifications typically include a bachelor's degree in accounting or a related field, experience in payroll or management, and possibly certifications, depending on your employer. You can pursue various options for launching a career in human resources management. They often include education, experience, certification, and networking. Read on to discover ways you can begin preparing for a career in HRM. Human resources courses can range from certificates to master's degrees after grade 12. A PG Diploma can take one to two years, while a bachelor's usually takes three. A master's degree typically takes around two more years. Master's degrees are also helpful in acquiring skills relevant to human resources management. Common HR degree coursework includes workplace diversity, business ethics, labours relations, strategic HR, and workforce planning. Some programs may also require internship experience. You can stand out as an HRM job candidate with some experience in the HR field. There are opportunities to gain experience at all levels, whether a new graduate or a seasoned professional. One way to get experience is through internships and entry-level positions, such as human resources assistant or associate. In these entry-level roles, you'll assist in the major duties of HR

and build experience to move forward. Joining professional organizations and attending networking opportunities, like conferences and convention.

Human resource management is responsible for how people are treated in organizations. It is responsible for bringing people into the organization, helping them perform their work, compensating them for their labors, and solving problems that arise. Arguments made in related research are that a firm's current and potential human resources are important considerations in the development and execution of its strategic production plan. The earlier literature, although largely conceptual, concluded that human resource management practices can help to create a source of sustained competitive advantage, especially when they are aligned with a firm's competitive advantage, especially when they are aligned with a firms' competitive strategy. In this context the present study concentrate more identify the Human Resource Management practices in cashew industries with reference to employee perceptions. Human resource management is responsible for how people are treated in organizations. It is responsible for bringing people into the organization, helping them perform their work, compensating them for their labors, and solving problems that arise. Arguments made in related research are that a firm's current and potential human resources are important considerations in the development and execution of its strategic production plan. The earlier literature, although largely conceptual, concluded that human resource management practices can help to create a source of sustained competitive advantage, especially when they are aligned with a firm's competitive advantage, especially when they are aligned with a firms' competitive strategy. In this context the present study concentrate more identify the Human Resource Management practices in cashew industries with reference to employee perceptions. India is the largest cashew producing countries in the world. the cashew industry has large economic significance as its employee more than 10 laky people on farm and factories in the rural areas. Cashew nut has a brownish green collared outer layer, a thick middle layer and white kernel within. It has a thin outer covering which is light browned in colour. With the help of a machine, the thick outer layer is broken and removed. It is done with the labour intensive. According to the market in India size and share analysis growth trends and forecast (2024-2029). The report covers cashew production in India and its analysis the production, consumption and trade in terms of import and export and price trend analysis. The report offers the market size and forecast terms of volume in metric ton and values in USD thousand of all the above segments. According to data published by the national horticultural department (NHD)board Maharashtra stands first in the annual cashew nut production during 2021-2022 at 0.20 million tonnes (MT) growing from 0.19 tonnes cashew nut produced in 2020-2021. cashew are mainly grown in the states like Maharashtra, Kerala, Karnataka, Tamil Nadu, Andhra Pradesh, Goa, Odissa, West Bengal, and some parts of north eastern region. The cashew processing industry was earlier concentrated in Kollam (Kerala) Mangalore (Karnataka) Goa and vettapalm (Andhra Pradesh) but not yet spread across India. The cashew nut is native of the north east Brazil. During the 16th century, the Portuguese introduced it into India and Portuguese colonies in the Africa such as Mozambique. From India cashew trees spreads all over south –East Asia. In India, Cashew was first introduced in the Malabar Coast by the Portuguese in the 16th century for preventing soil erosion, as per report in the book “the

agronomy and economy of important tree crops of the developing world". From there it spreads to the other parts of the country as well as the Southeast Asia. India was the first country to hit the world market with cashew kernels and it was pioneered cashew processing as an industry. India is the largest producer, processor and exporter of the cashew in the world. The west coast area of the Karnataka is an important cashew growing and processing centre. Mangalore is the birthplace of the large scale cashew processing which started in the colonial time. Karnataka, cashew is predominantly grown in the hilly terrain along the coast, on the private forest and common lands. Miles and miles of cashew plantation are found about the roads of the region. Udupi and north canara district where cashew is extremely grown and processed. Sheltered by the soaring Western Ghats on the east and broadly by blue waters of the Arabian Sea, Dupe district is blessed with bountiful rainfall, fertile and verdant vegetation. Pristine beaches, picturesque mountain ranges, temple towns and rich culture make it a sought after tourist destination. Dupe district is basically an agrarian economy. Agriculture crops such as paddy, Areca nut, Coconut, Rubber and Cashew are the major crops being cultivated since long time. As such, Paddy and plantation crops grown in the district provide raw materials for agro/food processing industries. One of the major Exportable Items is cashew kernels. Cashew and its products are exported to other countries through the port of Mangalore. India is the major producer, processor, exporter of cashew at the global level. Cashew nuts produced in Dupe are exported to America, Gulf countries, England, Russia, Japan, Australia, and other countries. The foreign exchange received from this has played a very prominent role in the development of the economy of the dupe district. As women workers are available in adequate numbers, cashew industries are seen more in karkalla and Kundapura than in Udupi. If we are able to produce the required raw nuts within the country this export earnings will play an important role in our economy and the socio-economic aspects of the cashew workers in particular. So the survival of the industry is not for the sake of the industry alone but the survival and the socio economic development. Cashew nut is a highly nutritious product. It gives more calories to the human body. Because of its nutritious content it gives more strength and stamina to the body. The cashew nut producers take a little percentage for their consumption and used to sell the remaining percentage. The largest producers sell the products for local sales and for exports. Cashew often referred as 'wonder nut', is one of the most valuable processed nuts traded on the global commodity markets and is also an important cash crop. It is potential to provide source of livelihood for the cashew growers. It empowers rural women in the processing sector. Further it creates employment opportunities and generates foreign exchange through exports. Cashew tree is believed to be a native of Brazil, from where it was dispersed to different parts of the world primarily for soil conservation, waste land development. Cashew is cultivated mainly in the Asian, African and Latin American zones. Asiatic zone includes India and Vietnam as the main producers, besides Indonesia, Philippines, Malaysia, In India major Cashew Producing States are Maharashtra, Andhra Pradesh, Orissa, Karnataka, Tamil Nadu, Kerala, Chattisgarh, West Bengal, Meghalaya, Gujarat.

Udupi district is blessed with beautiful rainfall, fertile soil and verdant vegetation. Pristine beaches, picturesque mountain ranges, temple towns and a rich culture make it a sought after tourist destination. Udupi district is basically an agrarian economy. Agricultural crops such as paddy, areca

nut, coconut, rubber and cashew are the major crops being cultivated since long time. As such, Paddy and plantation crops grown in the district provide raw material for agro/fruit dispensation industries. One of the major Exportable item is Cashew Kernels. Udupi district of Karnataka more than 110 small and tiny industries are involved in processing of cashew raw in udupi. Udupi district belongs to Zone-2 as there are few industries as per the 2006-11 new industrial policy.

Cashew industries are seen more in Karkala and Kundapura taluk than in Udupi taluk. Adarsh Cashew Industries, Sastana(Kundapura); Bola Raghavendra Kamat and sons, Karkala; Bolkar Cashews, Ajekar(Karkala); Karla Cashews, Karkala; Chittar Cashews, Vandar, Mandartha (Kundapura); Palcon Cashews, Kolalagiri (Udupi); Gajanana Cashews, Kucchoor, Hebri(Karkala); Gajanana Cashews, Siddapur (Kundapur); Gayathri Cashews, Attur(Karkala); Greenland Industries, Kukkandoor (Karkala); Gulwadi Cashews, Mavinakatte (Kundapur); GuruGanesh Industries, Perdoor (Udupi); Kamakshi Exports, Karkala; Karkala Cashew Products, Karkala; Kotitheertha Cashew Industries, Tekkatte (Kundapur), Lakshmi Cashew Industries, Hebri (Karkala); Sri Durga Cashew Industry, Ulloor(Kundapura); Mahalasa Exports, Hiriadka (Udupi); Mahalakshmi Cashew Industries, Shivapura, Hebri(Karkala); Mookambika Cashew Industries, Taggarse (Kundapur); Kamath Cashew Industries, Sanoor (Karkala); Sanoor Cashew Industries, Sanoor (Karkala); etc are the Cashew Industry found in Udupi District. In addition to these cashew industries there are about 180 small scale cashew industries in the district.

II SCOPE OF THE STUDY

2.1 SCOPE OF THE STUDY:

The research being of our effort to adding to existing knowledge. The study we have covered the human resource management. Cashew industry is one of the most important sources of employment and income especially to the rural people. It also fetches empowerment especially for women who are working daily-wage and men as well pice rate work basis. The girls and women in rural areas found in cashew industries doing various forms of works like, drying and cooling material, peeling, separating and packing finished cashew nuts. It's the people in an organization that carry out many important work activities. Managers/ Supervisors and human resource professionals have the important job of organizing people so that they can effectively perform these activities. This includes managing recruiting and hiring workers, coordinating employee benefits and suggesting employee training and development strategies. So the role of human resource is very much important in the determination of production and output of cashew industry. The economic and employment generation importance of the cashew industry is based on the great number of workers employed and the amount of profits earned through cashew industries . The cashew industries are labor oriented and its success strictly depends on the continuous availability of competent, experienced and skilled human resource. In India, most cashew processing units are at rural level. The unit operations such as roasting, shell liquid extraction and shelling have been mechanized. However, most other processing steps remain as tedious as manual operations. The unit operations such as roasting, shell liquid extraction and shelling have been mechanized. However, most other processing steps remain as tedious as manual operations. Cleaning is usually done manually and eliminates unwanted extraneous materials such as stones, sand, twigs and leaves before any further processing. The operations like soaking, scorching, roasting, drying, etc in most of the cashew industries are done manually. Therefore, human resource management practices apply to all sectors where the cashew industries are not exceptional. While the human power is mostly essential for processing of cashew nuts, there should be human resource management for best practices of available manpower. In this background the present study is entitled 'Human Resource Management policies and Practices in Cashew Industries. The study is conducted at Shree Krishnakrupa Cashews Pvt Ltd, Japthi. It can be used as a guideline for the Industry to strengthen its working conditions and have better human relations in the unit. This study aims to find out extent of employee relationship and Study the financial rewards provided to the workers.

2.2 REVIEW OF LITERATURE:

I have referred some of the articles such as ISSN: 2320-2882 Human Resource Management In Cashew Industry written by B . Ashalatha and INTERNATIONAL JOURNAL OF MULTIDISCIPLINARY EDUCATIONAL RESEARCH ISSN : 2277-7881. Written by G. Tathaiya Naidu and google websites etc. International journal of pure and applied Mathematics (ISSN:1314-3395) J.R Sethulakshmi And Venkatraman Bhat (issued on may 2019)

- B. Ashalatha (ISSN:2320-2882)(2023): She has said that management of human resources is of utmost significant for the success of any business. It helps to reach the goals of enterprise by obtaining capable people and effective utilization of their effort.
- G.Tatayya Naidu : HRM is the a planned approach to managing people effectively for performance .It aims to establish a more open flexible and caring management style so that staff will be motivated developed and managed in a way that can give their best to support departments mission.
- J. R. Setulakshmi : have said that one of the best reason for the better performance of an organisation is it satisfied work force . A firm that does not assess and improve employee satisfaction may face increased employee turnover.
- Venkatraman Bhat: Sheltered by the soaring western Ghats on the east and bordered by the blue waters of the Arabian sea, Udupi district is blessed with beautiful rainfall, fertile soil, and verdant vegetation. Agricultural crops such as paddy, areca nut, coconut, rubber, and cashew are the main crops being cultivated since long time. Udupi district is basically an agrarian economy.

III

**METHODOLOGY
AND OBJECTIVES
OF THE STUDY**

3.1 METHODOLOGY OF THE STUDY :

Both primary and secondary data were collected in this study.

Primary Data:

A questionnaire was prepared to collect the primary data. Direct interview was made both with the workers and the management. The interaction took place with workers and their opinion were collected. I have selected Shree Krishna krupa cashew factory pvt .Lmt located at Japthi for primary data collection.

Secondary Data :

Secondary sources were collected obtained through periodicals. It includes published information obtained from books and magazines. it also includes the information obtained from the newspaper. Wherever required web sources were also referred.

3.3 OBJECTIVES OF THE STUDY:

1. Estimate the extent of employee relationship.
2. Study the financial rewards provided to the workers.
3. Measure the workers satisfaction regarding working condition

IV

COMPANY

PROFILE

COMPANY PROFILE:

4.1 History of the organization:

Shree Krishnakrupa Cashews Pvt Ltd, Japthi was established in 17th Feb 2021 by Jayaprakash Shetty, he started Industry with 230 workers. He established plant in Japthi due to easy availability of raw materials in the surrounding places and for the development of the local area. Shree Krishnakrupa Cashews Pvt Ltd, Japthi is located in Kundapura Taluk of Udupi District in Karnataka. It is mainly located in rural and backward areas. It is at a distance of 10 Km from the Taluk headquarters and 45 Km from the district. It create plenty of job opportunity to women workers in this area. In this factory 89.6 % of workers are women.



Aim of the organization:

- To earn adequate profit.
- To increase the sales year by year.
- To give employment to local people.
- Economic development of workers, organization and village

Raw materials required for production:

- Cashew nuts
- Wood(Fire wood)
- Kerosene

Product produced: In this factory Produced Cashew Kernels. The final products are sold within the country .The states such as Rajasthan, Mumbai, Jaipur, Kerala the cashew are sold. They have the export licence facilities but not yet exported to the foreign country. Raw cashew is borrowed from West Africa and East Africa.

Mode of transport of raw materials: The raw materials are transported through Road transport with the help of carriers.

Working hours: The working hours begins at morning 8:00am up to 5:30 pm. The total working hours differs from men and women, the total working hours of men is 9hours and 8hours for women. When there is increase in the production the working hours is also increased. And even extra payments is allotted.

Break 1: 00 PM TO 2:00 PM

Holiday: Sunday

4.2 HRM in Krishnakrupa Cashew Industry:

There are two members Mr. Krishnamurthi and Mis. Sushmitha as working in the HR Department of the factory. They are working from past three years in this factory.

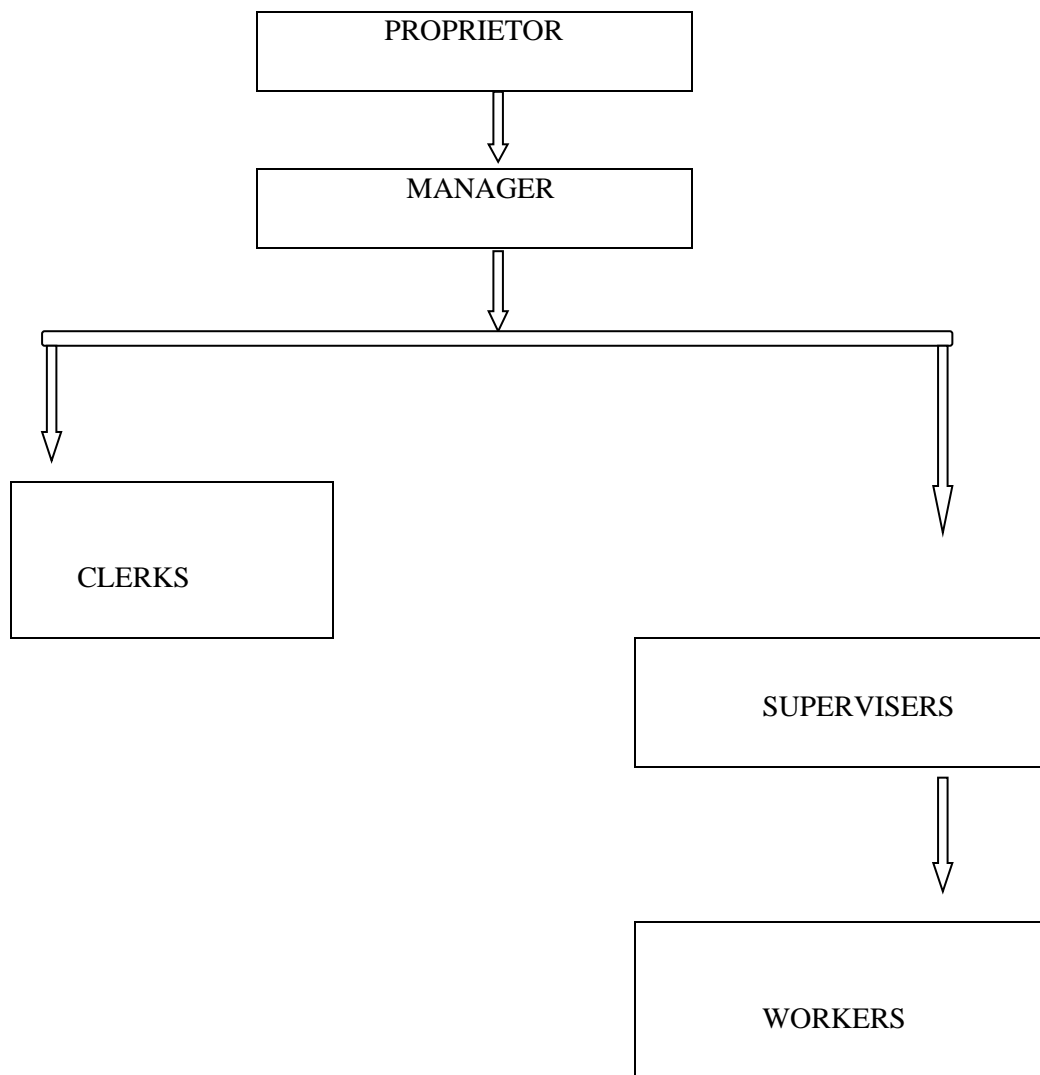


Organization structure:

Organization requires the creation of structural relationship among different departments and the individuals working there for the accomplishment of desired goals. The establishment of formal relationship among the individuals working in the organization is very important to make clear the lines of authority in the organization and to co-ordinate the efforts of different individual in an efficient manner.

Organization chart:

An organization chart is a diagrammatical form which shows important of an organization including the major function and their respective relationship. In other words it is a graphic portrayal of positions in the enterprises and of the formal lines of communication among them. It provide a bird's eye view of the relationship between different departments or divisions of an enterprises as well as the relationship between the executives and subordinates at various levels. The following is the organizational structure of Shree Krishnakrupa Cashews Pvt Ltd, Japthi.



Elements of Human Resources Management:

Basic elements of human resources management are

Recruitment and selection:

On the need basis the labours are hired. The method to hire the labours are employee refferance, printed advertisement and also by the help of the social media. The employee will have three rounds of interview.

Training and development:

The training is provided only to machine oriented and on the need basis to the labours, This is provided on the basis of the labour’s technical skills. The training is provided in the factory itself and the will observe the post training performance of the labours

Performance Appraisal:

The promotion is done on the basis of both the performance and behaviour of the labours. The promotion is done by increasing the income of the employee and promoting them to superior post

Rewards and Recognition:

There is no rewards given to any employee but there will be increase in the income of the employee and promotion is done to superior post.

V

**DATA ANALYSIS
AND
INTERPRETATION**

DATA ANALYSIS AND INTERPRETATION:

The data has been collected from two sources that is primary and secondary data. Primary data is collected by distributing questionnaire to the HR Manager and employees of the Shree Krishnakrupa Cashews Pvt Ltd, Japthi and Secondary data is collected from different books, company files, various journals, articles, websites, dissertations and thesis pertaining to the relevant matters of the subject under study. Convenience sampling method is adopted to carry out the study. In this connection, out of 800 employees, 100 are selected. Data was presented with the help of tables, charts; interpretation and observation were noted below each table/charts.

PROFILE OF THE RESPONDENTS:

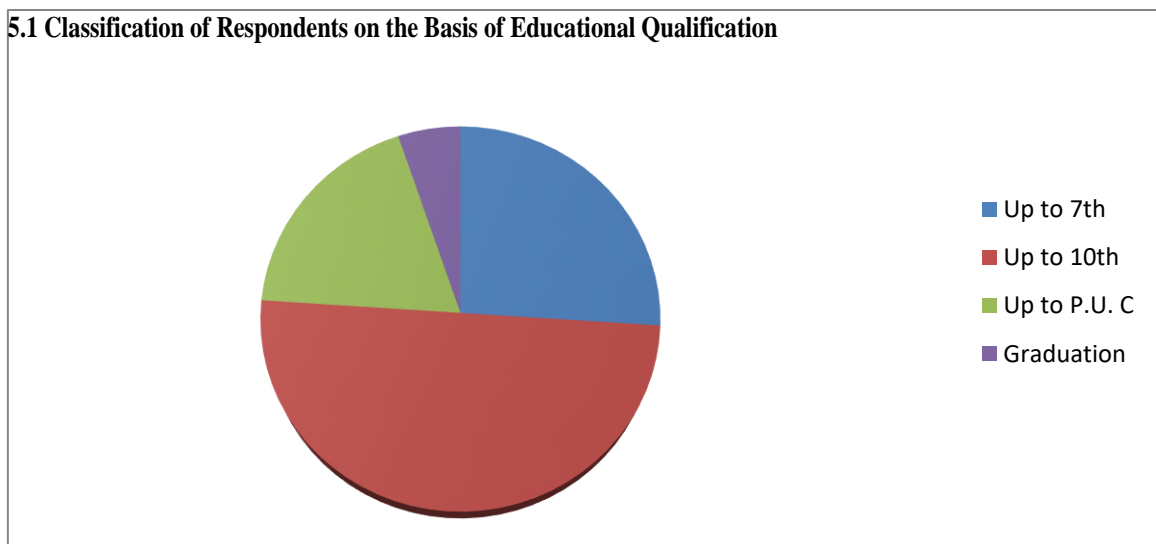
5.1 Educational Qualification:

Education plays an important role in taking correct decisions. The details of the educational qualification of respondents are shown in the below Table.

Table 5.1 Classification of Respondents on the Basis of Educational Qualification

QUALIFICATION	NUMBER OF LABOURS
UP TO 7 TH	25
Up to 10 TH	48
Up to PUC	18
Up to graduation	9

5.1 Classification of Respondents on the Basis of Educational Qualification



The above diagram shows the education level of the labours of the factory. The pie chart briefly shows that the labours who have studied up to 7th class which is represented by blue colour with 25 members and 48 members have studied up to metric which is represented with red colour and 18 members of who have done with their P.U.C, represented with the green colour and 9 members who have bagged their graduation which is represented with light violet colour. Therefore we can see

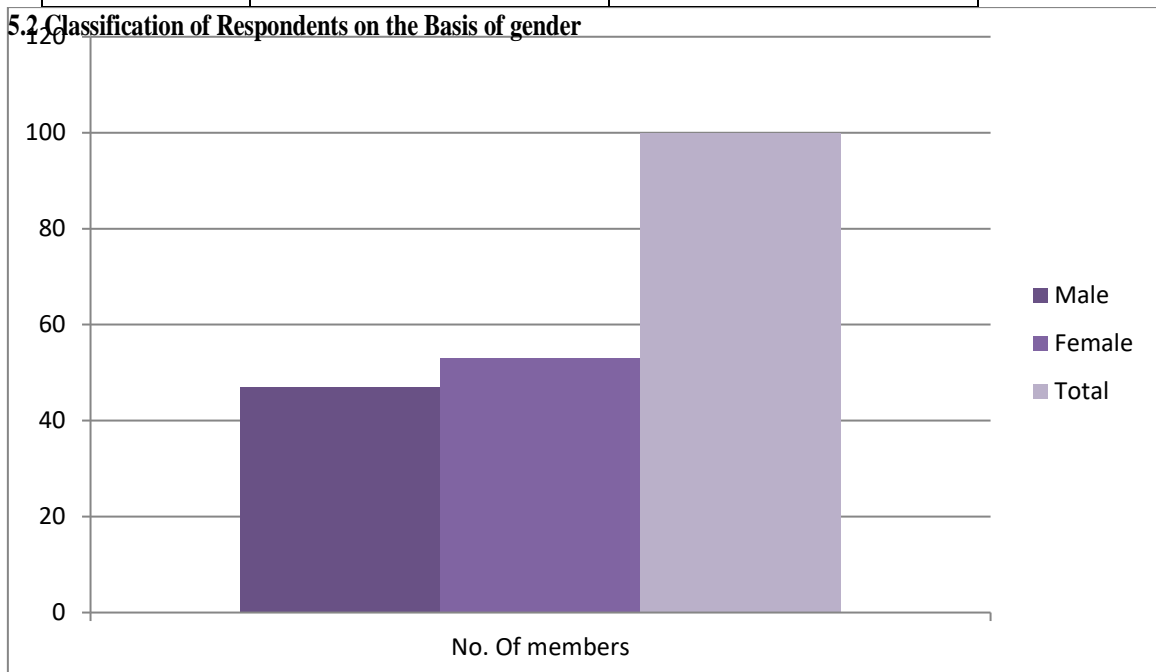
highest number of member those who have completed their metric and least number of members in the graduation.

5.2 Gender wise Classification of Respondents

The respondents selected for the study are classified according to their sex also. The sex wise classification is exhibited below Table.

Table 5.2 Classification of Respondents on the Basis of gender

SI. No	Sex	No.of Respondents
1	Male	17
2	Female	83
	Total	100



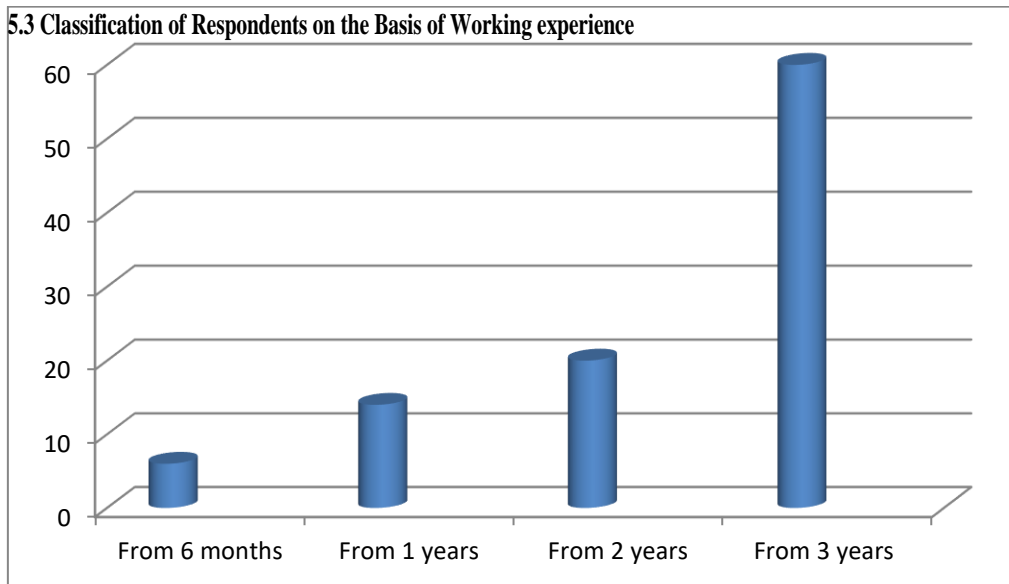
By the above given graph we can see the classification on the basis of gender. We can see 47% of male labours and which is represented with blue coloured column and we can see 53% of Female labours and represented red coloured column.

5.3 Working experience:

The working experience of the labours can be explained by the following table:

Table 5.3 Classification of Respondents on the Basis of Working experience

EXPIRIENCE	NUMBER OF LABOURS
FROM 6 MONTHS	6
FROM 1 YEAR	14
FROM 2 YEARS	20
FROM 3 YEARS	60



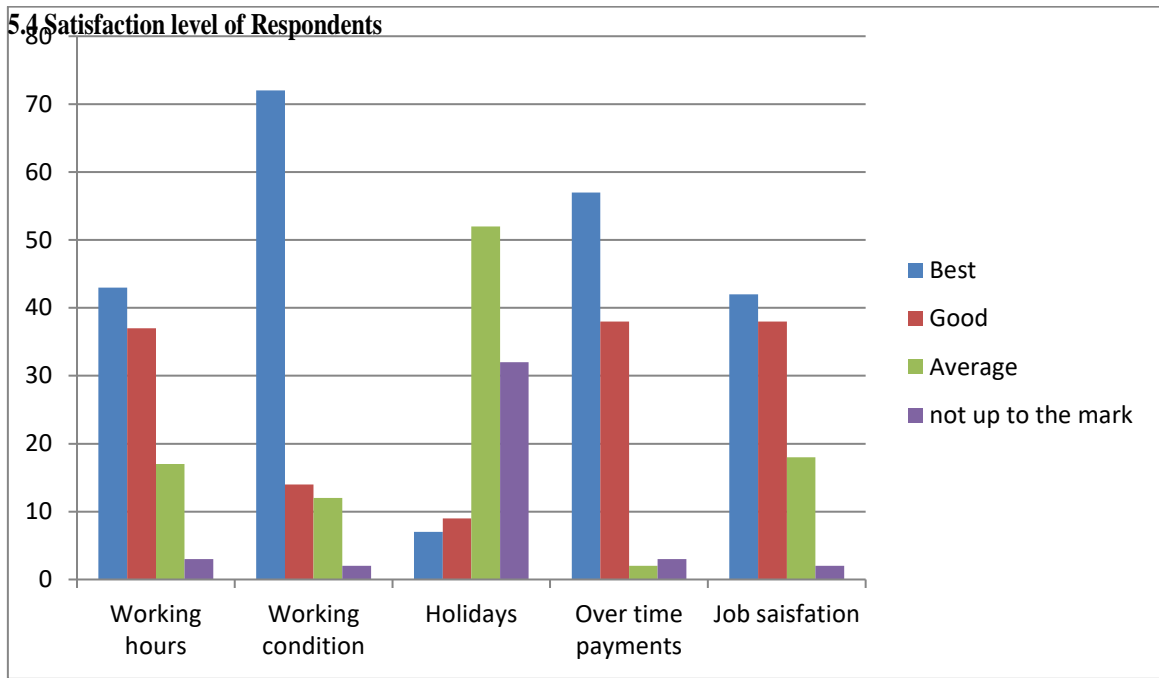
By the above given diagram shows the working experience of the labours as we can see that 60 members are working from past 3 years and 20 members from 2 years and 14 members from past 1 year and 06 members from recent 6 months

5.4 Satisfaction level:

The satisfaction of the labours is shown in bellow given Table:

Table 5.4 Satisfaction level of Respondents

<u>SATISFACTION</u>	<u>BEST</u>	<u>GOOD</u>	<u>AVERAGE</u>	<u>NOT UP TO THE MARK</u>
WORKING HOURS	43	37	17	3
WORKING CONDITION	72	14	12	2
HOLIDAYS	07	09	52	32
OT	57	38	02	3
JOB SATISFACTION	42	38	18	2



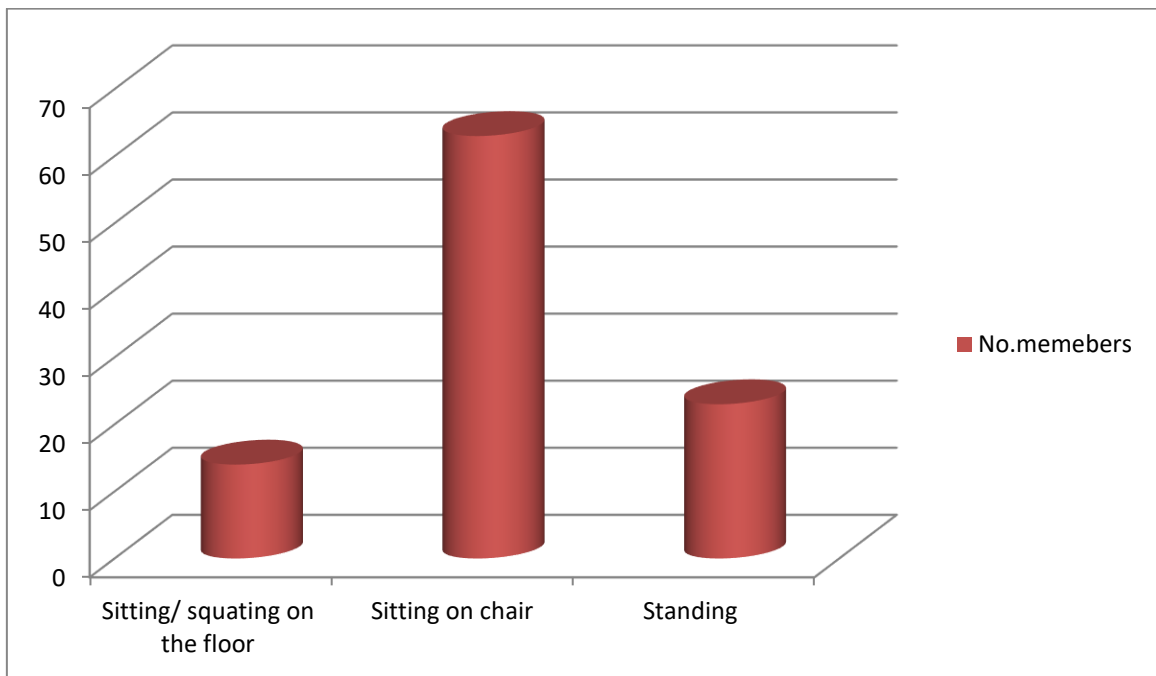
By the above given diagram we can observe that blue coloured column bar which represents the best level of satisfaction and red coloured column bar represents the good satisfaction level and green coloured column bar represents the average satisfaction level and violet coloured column bar represents the below average satisfaction level of the labours

5.5 Nature of the work:

The below table shows the classification of respondents on the basis of sitting facilities at work.

Table 5.5 Classification of respondents on the basis of sitting facilities at work.

Sl. No	Facilities at work	No. of Workers
1	Sitting/squatting on the floor	14
2	Sitting on chair/bench	63
3	Standing	23
	Total	100



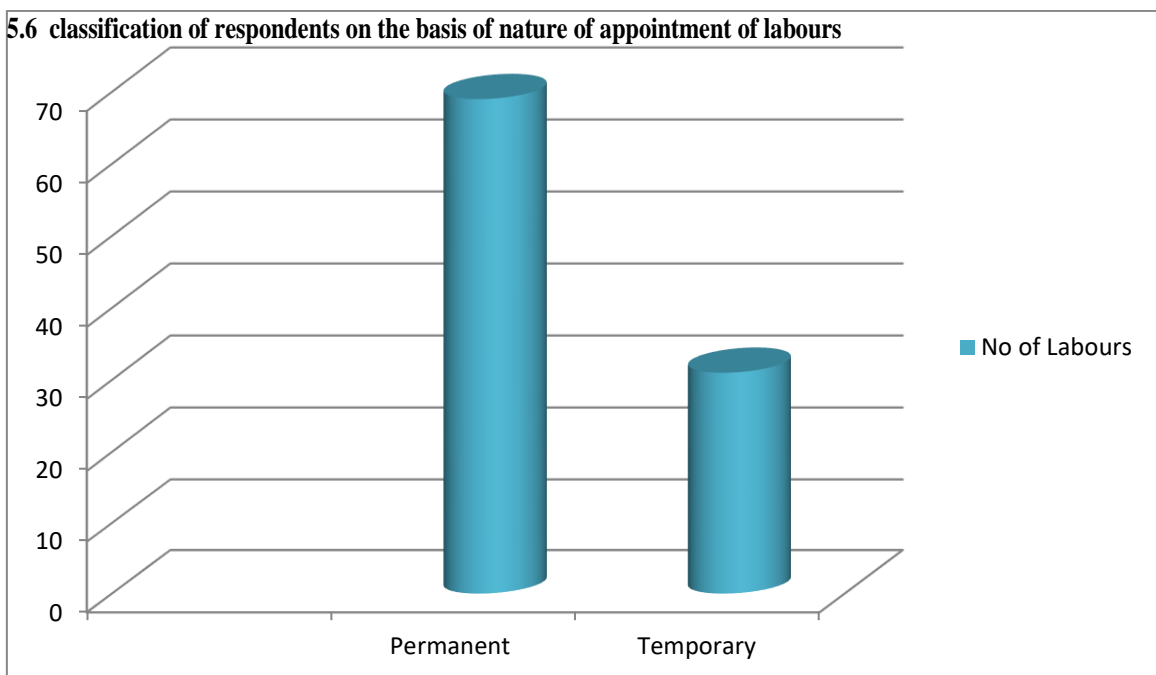
The Table 5.5 reveals the 14 workers perform their work with sitting/squatting on the floor (they perform Manual shelling activity), 63 workers perform their work sitting on chair/bench and workers perform their work in standing position.

5.6 Nature of appointment:

The below table shows the classification of respondents on the basis of nature of appointment of labours

Table 5.6 classification of respondents on the basis of nature of appointment of labours

Si. No	Nature of Appointment	No. of Labours
1.	Permanent	69
2.	Temporary	31



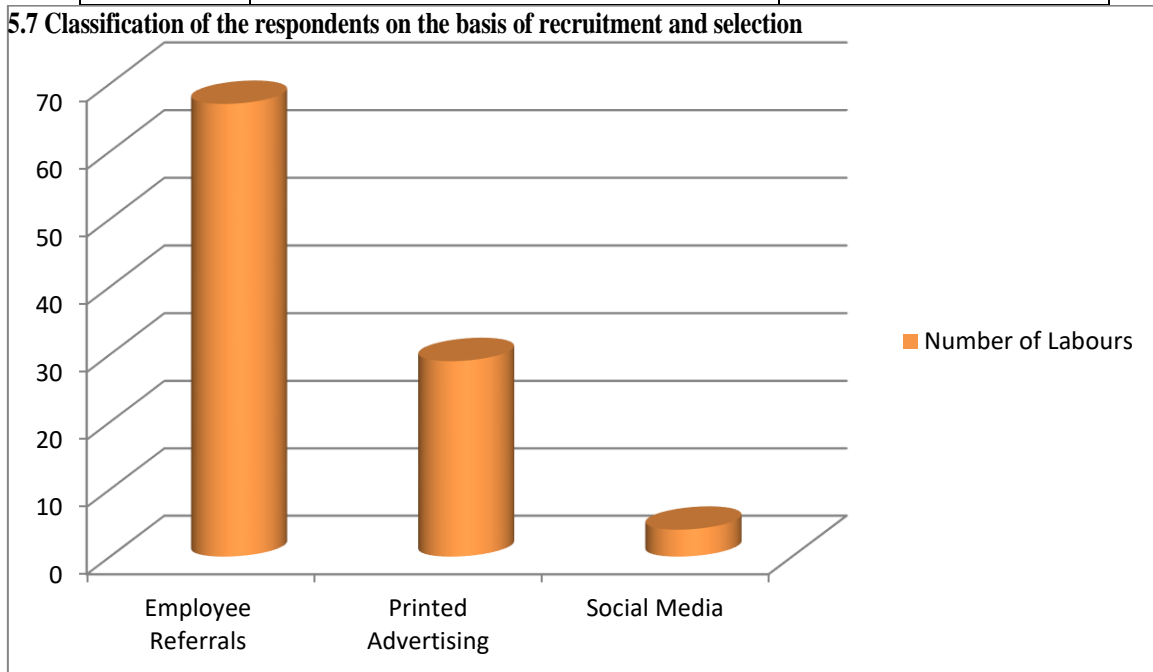
By the above given information we can see the nature of appointment of labours. There are 69% of permanent labours and 31% of Temporary. We can see the highest number of permanent labours and least number of temporary labours.

5.7 Recruitment and selection:

On the need basis the labours are hired in this factory. The method to hire the labours are employee reference, printed advertisement and also by the help of the social media. The employee will have three rounds of interview. By the bellow given table we can observe the classification of the respondents on the basis of recruitment and selection

Table 5.7 Classification of the respondents on the basis of recruitment and selection

Si. No	Generated Through	Number of Labours
1	Employee Referrals	67
2	Printed Advertisement	29
3	Social Media	4



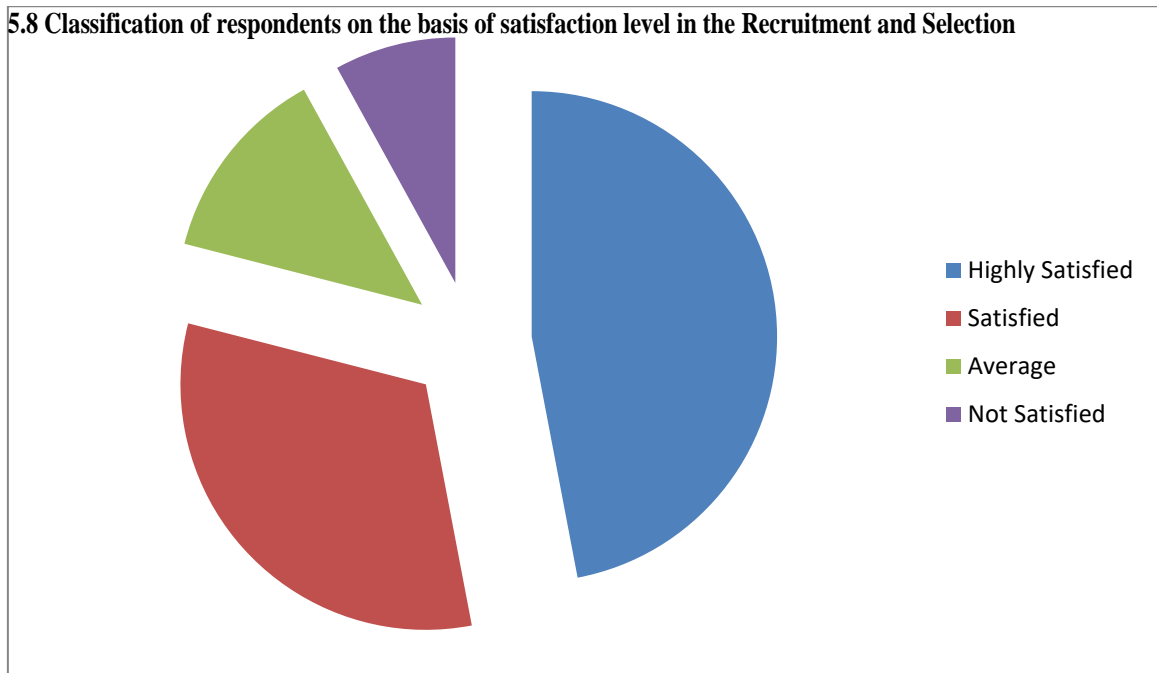
By the above graph we can observe that the 67% of labours were generated through employee referrals and we can observe that the 29% of labours were generated through printed advertisement and we can observe that the 04% of labours were generated through social media. We can also observe that highest employee are selected through employee referrals.

5.8 Workers Satisfaction Level in the Recruitment and Selection:

Below table shows that Classification of respondents on the basis of satisfaction level regarding Recruitment and Selection

Table 5.8 Classification of respondents on the basis of satisfaction level in the Recruitment and Selection

Si.No	Satisfaction level	Number of labours
1.	Highly Satisfied	47
2.	Satisfied	32
3.	Average	13
4.	Not Satisfied	8



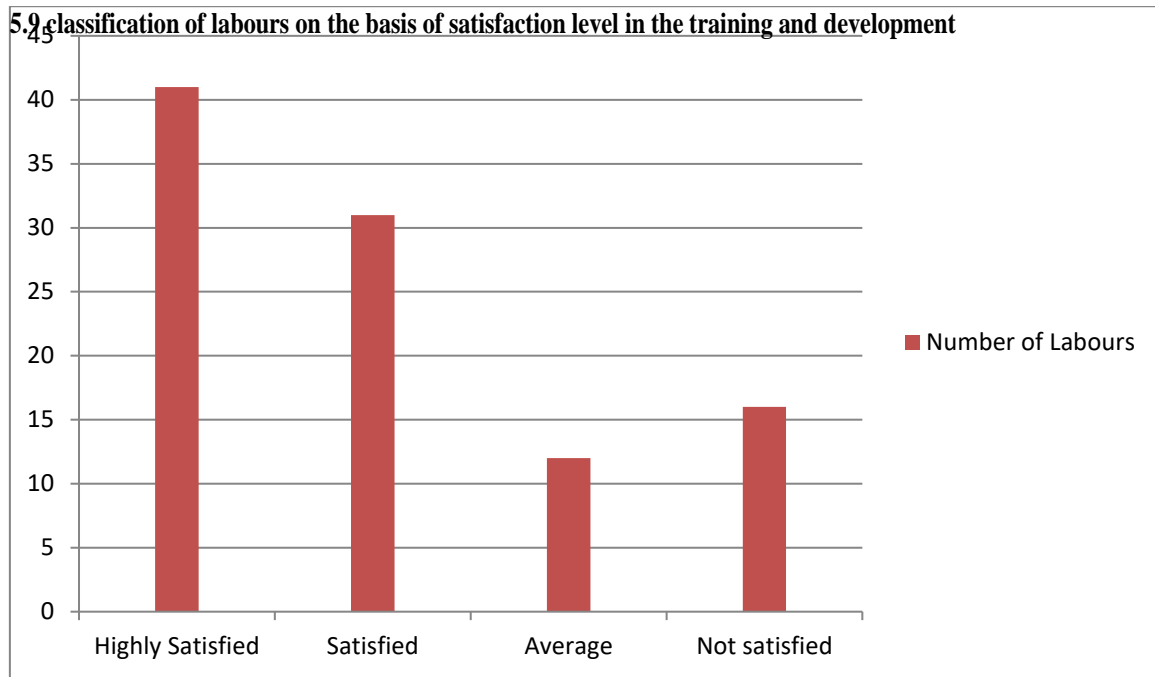
In the above given table and graph we can see that satisfaction level of workers regarding Recruitment and Selection. As we can observe the 47% of labours are highly Satisfied with the selection process and which is represented in blue colour, 32% of labours are Satisfied with the selection process which is represented in Red colour, 13% of labours are Average Satisfied with the selection process and 8% of labours are not Satisfied with the selection process, which is represented in Violet colour.

5.9 Workers Satisfaction Level in the training and development:

The training is provided only to machine oriented and on the need basis to the labours. This is provided on the basis of the labour's technical skills. The training is provided in the factory itself and it will observe the post training performance of the labours. Below table shows that Classification of respondents on the basis of satisfaction level regarding training and development.

Table 5.9 classification of labours on the basis of satisfaction level in the training and development

Si.No	Satisfaction Level	Number of Labours
1	Highly Satisfied	41
2	Satisfied	31
3	Average	12
4	Not satisfied	16



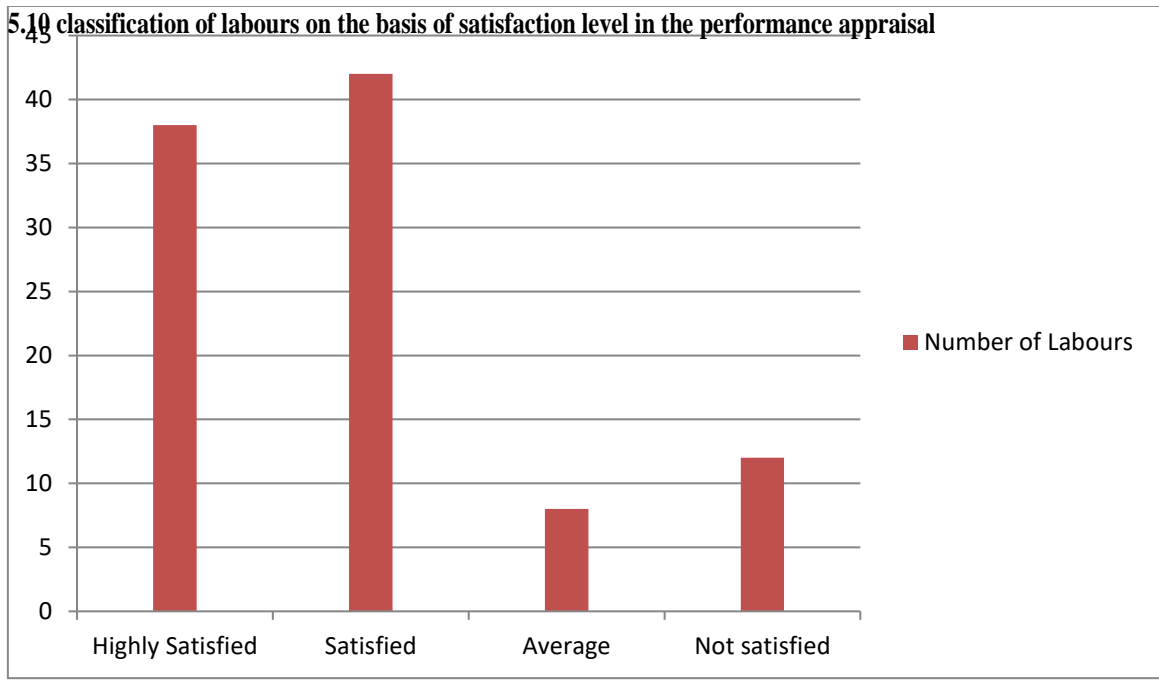
By the above graph we can observe the Satisfaction level of workers regarding Training and development adopted by the factory. We can see that 41% of labours are highly satisfied, and represented in the first column, 31% of labours are just satisfied, and represented in the second column, 12% of labours are Averagely satisfied, and represented in the Third column, and we can see that 16% of labours are Not at all satisfied, and represented in the Fourth column.

5.10 Workers Satisfaction Level in the performance appraisal:

The promotion is done on the basis of both the performance and behaviour of the labours. Below table shows that Classification of respondents on the basis of satisfaction level regarding performance appraisal.

Table 5.10 classification of labours on the basis of satisfaction level in the performance appraisal

Si.No	Satisfaction Level	Number of Labours
1	Highly Satisfied	38
2	Satisfied	42
3	Average	8
4	Not satisfied	12



By the above graph we can observe the Satisfaction level of workers regarding performance appraisal by the Management. We can see that 38% of labours are highly satisfied, and represented in the first column, 42% of labours are just satisfied, and represented in the second column, 8% of labours are Averagely satisfied, and represented in the Third column, and we can see that 12% of labours are Not at all satisfied, and represented in the Fourth column.

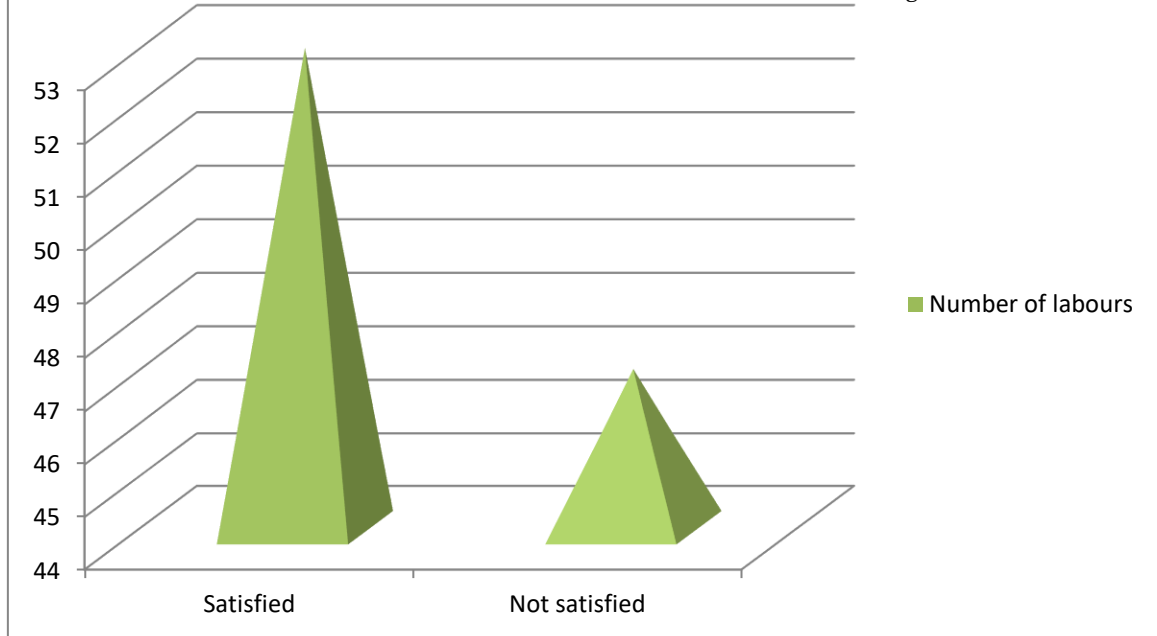
5.11 Workers Satisfaction Level in the reward and recognition:

The below table shows that Classification of respondents on the basis of satisfaction level regarding reward and recognition.

Table 5.11 Classification of Workers on the basis of satisfaction Level in the reward and recognition

Si.No	Satisfaction Level	Number of Labours
1	Satisfied	53
2	Not satisfied	47

5.11 Classification of Workers on the basis of satisfaction Level in the reward and recognition



By the above given Graph we can see that Satisfaction level of labours in the reward and recognition given by the management. As we can observe the 53% of labours are Satisfied and 47% of labours are Not Satisfied.

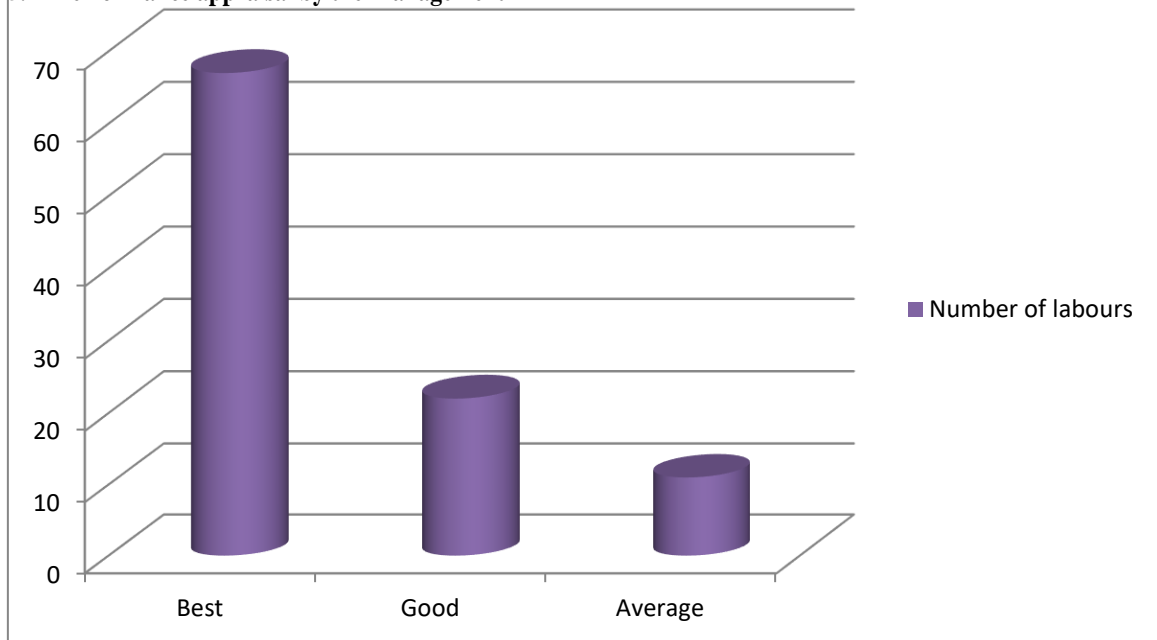
5.12 Performance appraisal by the Management:

In this Factory HR Manager measure the performance of workers after training provided by Industry. Below table shows that Performance of workers on the basis of percentage.

Table 5.12 Performance appraisal by the Management

Performance of workers	Best	Good	Average
Percentage of workers	67	22	11

5.12 Performance appraisal by the Management



By the above given Graph we see the response by the management regarding performance of labours. When we asked to the HR Manager regarding performance of labours, 67% of workers were Best performance after training, 22% of workers were good performance after training and 11% of workers were Average performance after training.

List of Tables

Table No.	Name of the Table	Page No.
5.1	Classification of Respondents on the Basis of Educational Qualification	19
5.2	Classification of Respondents on the Basis of gender	20
5.3	Classification of Respondents on the Basis of Working experience	20
5.4	Satisfaction level of Respondents	21
5.5	Classification of respondents on the basis of sitting facilities at work	22
5.6	classification of respondents on the basis of nature of appointment of labours	23
5.7	Classification of the respondents on the basis of recruitment and selection	24
5.8	Classification of respondents on the basis of satisfaction level in the Recruitment and Selection	25
5.9	Classification of labours on the basis of satisfaction level in the training and development	26
5.10	Classification of labours on the basis of satisfaction level in the performance appraisal	26
5.11	Classification of Workers on the basis of satisfaction Level in the reward and recognition	27
5.12	Performance appraisal by the Management	28

List of Charts and Graphs

Figure No.	Name of the Figure	Page No.
5.1	Classification of Respondents on the Basis of Educational Qualification	19
5.2	Classification of Respondents on the Basis of gender	20
5.3	Classification of Respondents on the Basis of Working experience	21
5.4	Satisfaction level of Respondents	22
5.5	Classification of respondents on the basis of sitting facilities at work.	23
5.6	Classification of respondents on the basis of nature of appointment of labours	23
5.7	Classification of the respondents on the basis of recruitment and selection	24
5.8	Classification of respondents on the basis of satisfaction level in the Recruitment and Selection	25
5.9	Classification of labours on the basis of satisfaction level in the training and development	26
5.10	Classification of labours on the basis of satisfaction level in the performance appraisal	27
5.11	Classification of Workers on the basis of satisfaction Level in the reward and recognition	28
5.12	Performance appraisal by the Management	28

VI

FINDINGS,
SUGGESIONS
AND CONCLUSION

6.1 FINDINGS:

From the above study we can make out the following.

1. The findings with regard to the age of the respondents, reveals that more workers comes under the age group between 20 to 30.
2. Out of 100 respondents interviewed, it comes to my knowledge that 87% of the respondents are female. Only 17 % of respondents are male.
3. Most of the Workers are selected through employee referrals.
4. Majority of the respondents are satisfied with the Recruitment and selection procedure of the industry.
5. Most of the Workers have Highly satisfied about training and development provided by Industry.
6. Only few of the employees are Not satisfied with the performance appraisal of the Industry.
7. Regarding reward and recognition 53% of respondents are satisfied and 47% of respondents are not satisfied.
8. Majority of workers performance increasing after training provided by Industry.
9. Regarding Marital status 55.2% of workers are married.
10. Regarding educational qualifications most of the employees are averagely educated and not well educated. Only 9% of respondents are having good education and 18% of respondents are PUC holders
11. Maximum of the respondents are satisfied with Transport facilities, Accommodation facilities, Canteen facilities, Loan facilities, Children education facilities provided by the organization.
12. No employee has bad opinion regarding lighting and ventilation facility of the industry.
13. Majority of the respondents have good opinion on the Medical facilities.
14. Majority of the respondents have good opinion about Provident fund facilities.
15. Majority of the workers are satisfied with present policies of the industry.

6.2 SUGGESTION:

The following suggestions are made in view of the above findings:

- It was found that the majority of workers not satisfied with the reward and recognition, So the factory should provide sufficient reward and recognition on the basis of their performance of Workers.
- Gloves are not usually used by the workers while handling the nuts. The use of gloves is important not only for the health of workers but also to ensure better hygiene in processing. There is a need to provide proper orientation to the workers to use gloves especially as there exists apprehension about reduction in output if gloves are used. Such programmes can be organized by government agencies. It would also be helpful if some incentives are provided to encourage workers to use gloves. Employers should also be made aware of the importance of adopting and adhering to such hygienic practices particularly while competing for a share in the international market.
- Another improvement possible in the workspace is installation of caps; masks etc can also be introduced, as is found in many other factories, to ensure more hygienic processing.
- There is a need to provide clean toilets and washing space to the workers. It is equally important to provide sufficient space for resting and eating.
- The government should arrange workshops and training sessions in the case of female workers so that, the workers get necessary information from these workshop.
- The factories should provide promotion to the workers on the basis of talent or efficiency of the workers.
- The industry should modify the wages system in order to meet the present condition of expense.

6.3 CONCLUSION:

Human resource plays an important role in any organization. Labour welfare facilities are concern to this department, if the employee happy with welfare facilities then only the productivity of that organization can be increased. After analyzing the whole data it can be stated that the overall satisfaction levels of employees about welfare measures in the organization cover under study is satisfactory. However, a few are not satisfied with welfare measures provided by the Shree Krishnakrupa Cashew Industry. Therefore it is suggested that the existing welfare measures may be improved further. Such welfare measures enrich the employee's standard of living and their satisfaction levels.

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QUESTIONNAIRE

Respected Sir/Madam

I am Swapna Shet Student of 6th Semester B A, Sri Sharada College Basrur as part of my curriculum, I have undertaken a project work entitled, "Human resources Management Policies and practices- a study with Special reference to Sri Krishnakripa Cashew industry Japti" I request you to kindly spare your valuable time to go through and fill the Questionnaire I assure that information given by you will be used only for academic purpose and kept confidential.

"HUMAN RESOURCES MANAGEMENT POLICIES AND PRACTICES - A STUDY WITH SPECIAL REFERENCE TO SRI KRISHNAKRIPA CASHEW INDUSTRY JAPTI"

QUESTIONNAIRE FOR LABOURS

1. NAME :

2. AGE :

A) 20 TO 30

B) 31 TO 40

C) 41 TO 50

D) 51 TO 60

3. GENDER:

A) MALE

B) FEMALE

4. HOW LONG YOUR WORKING IN THIS FACTORIES

A.LESS THAN 1 YEAR

B. UPTO 5 YEARS

C. 10 YEARS

D. MORE TRHAN 10 YEARS

5. NO. OF FAMILY MEMBERS

A) TWO

B) THREE

C) FOUR

D) ABOVE FIVE

6. ORIGINAL RESIDENCE:

A) UDUPI DISTRICT

B) OUT OF UDUPI DISTRICT

7. NATURE OF APPOINTMENT:

A) PERMANENT

B) TEMPORARY

C) CONTRACT

8. RESPONSE BY THE LABOUR

A. EXCELLENT

B.GOOD

C. AVERAGE

D. BELLOW AVERAGE

9. EDUCATION LEVEL

A. DEGREE

B. PUC

C. 10TH

39

10. ARE YOU SATISFIED WITH THE RECRUITMENT AND SELECTION PROCEDURE IN YOUR INDUSTRY?

- A. SATISFIED B. HIGHLY SATISFIED C. AVERAGE D. NOT SATISFIED

10. ARE YOU SATISFIED WITH THE TRAINING AND PERFORMANCE APPRAISAL ADOPTED BY IN YOUR INDUSTRY?

- A. SATISFIED B. HIGHLY SATISFIED C. AVERAGE D. NOT SATISFIED

QUESTIONNAIRE FOR THE MANAGEMENT

A. INDUSTRY DETAILS

1.NAME:

2.AGE:

3. FACTORY OWNER:

4.ESTABLISHED YEAR:

5.TOTAL STRENGTH OF THE FACTORY:.....

6. TOTAL WORKING HOURS:.....

7. WHAT ARE THE WORKS WHICH IS DONE THROUGH LABOUR ORIENTED?

8. HOW MANY MACHINES ARE AVAILABLE DETAILS?

9. YOUR CASHEW FINAL GOODS ARE EXPOTED TO.....

10. WHEN DEMAND IS INCRESED WHAT ARE THE MESSURE TO INCREASE THE PRODUCTION?

11.DO YOU HAVE AN IN - HOUSE HR DEPARTMENTT IN THE ORGANIZATION?

- YES NO

12. IF YES, THEN HOW MANY EMPLOYEES WORK IN THE HR DEPARTMENT?

B. RECRUITMENT AND SELECTION:

1. ON AN AVERAGE HOW MANY EMPLOYEES ARE RECRUITED IN A YEAR? _____

2. POTENTIAL CANDIDATES IN YOUR ORGANISATIONS ARE GENERATED THROUGH WHICH OF THE FOLLOWING SOURCES.
A. EMPLOYEE REFERRALS B. USE OF JOB PORTALS C. PRINT ADVERTISING
D. CAMPUS RECRUITMENT E. RECRUITMENT AGENCIES F. OTHERS

3. IN SELECTION PROCEDURE HOW MANY ROUNDS OF TECHNICAL INTERVIEWS AND HR ROUNDS WILL YOU CONDUCT FOR LOWER LEVEL CANDIDATES?-----

4. DO YOU CONDUCT BACKGROUND CHECKS ?
A. YES B. NO

5. IF YES BACK GROUND CHECKS IS DONE BY
A. INTERNAL STAFF B. OUT SOURCESED STAFF

6. WHAT IS THE PROBATIONARY PERIOD FOR NEW EMPLOYEE ?
A. 6 MONTHS B. 1 YEAR

7. HOW WILL YOU HANDLE CONFLICTS AND DISPUTES WITHIN THE WORKPLACE?

8. WHICH CHALLENGES DID YOU FACE THIS YEAR? HOW DID YOU OVERCOME THEM?

C. TRAINING AND DEVELOPMENT

1. IS THE TRAINING MANDATORY FOR ALL LEVEL OF EMPLOYEES?
YES NO

2. IF YES, ON AN AVERAGE HOW MANY MAN-HOURS OF TRAINING DO YOU PROVIDE FOR EACH EMPLOYEE IN A YEAR?-----

3. ON WHAT BASIS IS THE TRAINING ANALYSED IN YOUR ORGANISATION?
A. EMPLOYEE PERFORMANCE B. COMPETENCY FRAMEWORK
C. NEED BASED D. OTHER SPECIFY

4. TRAINING IS PROVIDED TO EMPLOYEES IN YOUR ORGANISATION TO ENHANCE THEIR
A. TECHNICAL SKILLS B. SOFT SKILLS C. BOTH

5. WHAT ARE THE DIFFERENT METHODS ADOPTED BY OUR ORGANISATION TO TRAIN YOUR EMPLOYEES?
A. ON THE JOB TRAINING B. OFF THE TRAINING C. OTHER SPECIFY

